

Research Finds Organizational Change Best Practices from Simplar's Global Database

Organizational Change Management Practices

- **What are they?** Specific strategies, approaches, and management techniques for an effective change initiative roll-out, include how to support on-the-ground change adoption and overcome resistance.
- **Why are they important?** They represent repeatable strategies that can be learned & applied to any change initiative within your organization to improve the chances of complete success.

Simplar's Global Database of Organizational Change Cases

- Since 2015, Simplar has been systematically collecting cases of organizational change. To date, our database contains **550+ detailed organizational change cases – where each case represents an ENTIRE organizational change initiative!**
- For each organizational change case, Simplar measured change adoption across multiple years, criteria, metrics, and perspectives. Each case was investigated to understand the extent to which various organizational change management practices were utilized.

Practical Implications

The database allows us to extract individual change initiative types (and the success factors are remarkably consistent!). From this we have discovered the “Big Six” and how to actually implement them.

Top-Ranking Organizational Change Management Best Practices

Rank	OCM Practice	Definition
1	Proper Use of Change Agent	Peer Change Agents were trained, embedded, and supported
2	Performance Measurement	Benchmarks were established with transparent adoption data
3	Realistic Timescale & Plan	Followed a credible plan for change speed and sequencing
4	Communication of Benefits	Employees saw how the change improved their work function
5	Training Program	Used adult-learning models to train the new skills & procedures
6	Senior Leadership Commitment	Provided visible support and “walked the talk”

Proper Organizational Change Management can SIGNIFICANTLY Reduce Resistance

In addition to our global database, Simplar has proven these results in practice. Across 100+ organizational groups where Simplar was embedded to directly facilitate change, results showed Simplar's approach improved adoption by 5x to 8x.

Proper Education & Training

- Proper education and training reduces internal resistance to change and results in faster organizational adoption of new methods by a factor of 8x.
- Workshops and Hands-on training at the individual level have proven to increase adoption by 5x on the first wave roll-out and up to 8x on the second wave roll-out.
- The training must be consistent and use adult-learning techniques
- Application of the new processes/tools/skills/etc. must initially be monitored to ensure consistent adoption and usage throughout the organization and its personnel.

Utilization of Change Agents & Natural Responses to Change

- Effective Change Agents are proven to reduce resistance by 7x
- 10-20% will Embrace the Change Upfront
- 10-25% will Oppose, Undermine, Avoid, Delay

Utilization of Change Agents & Natural Responses to Change

- Having a realistic change adoption schedule decreases resistance of by a factor of 6x.
- Leadership's perspective should be organizational, but the real change occurs at the level of the individual project professional. When teams of individual change, the change becomes transformational.
- Transparency Systems during change implementation have Doubled Operational Performance

For further reading, Simplar's research studies can be found at: <https://simplar.com/organizational-transformation/>

The Simplar Difference – Ask the Experts!

- Worried about how to manage an upcoming change? Our empirical data shows that there are specific & learnable practices to increase the probability of success and reduce resistance!
- Let us help you implement our proven structured methodology for education and training
- We use adoption dashboards to enable leadership to quickly identify & respond to potential resistance
- Learn how to optimize resource allocation to minimize resistance & increases probability of success

Contact Simplar for a Complimentary Presentation and Review

Learn more at www.simplar.com or email Jeff Sawyer at jeff@simplar.com